

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL MEMORANDUM**

**SB 136 - HB 204**

April 11, 2022

**SUMMARY OF BILL AS AMENDED (017327):** Enacts the “CROWN Act (Act): Create a Respectful and Open World for Natural Hair.” Prohibits an employer from adopting a policy that does not permit an employee to wear the employee’s hair in braids, locs, twists, or another manner that is part of the cultural identification or physical characteristic of the employee’s ethnic group.

An employee who is subjected to a violation of this Act may file a complaint with the Commissioner of the Department of Labor and Workforce Development. The Commissioner must provide such warning to the employer who is in violation.

Specifies that this Act does not apply to: a public safety employee if it would prevent the employee from performing essential functions of the employee’s job requirements during the course of employment or any policy that an employer must adopt to adhere to common industry safety standards, to maintain reasonable safety measures, or to comply with federal or state laws, rules, or regulations relative to health or safety.

**FISCAL IMPACT OF BILL AS AMENDED:**

**NOT SIGNIFICANT**

Assumptions for the bill as amended:

- Passage of the proposed legislation would clarify that discrimination because of a protective hairstyle, including but not limited to braids, locks, and twists, is prohibited.
- Any increase in state expenditures for the Department to accept complaints and provide warnings to employers in violation of this Act is estimated to be not significant.

**IMPACT TO COMMERCE OF BILL AS AMENDED:**

**NOT SIGNIFICANT**

Assumption for the bill as amended:

- No estimated significant impact to jobs or commerce in Tennessee.

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**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The script is cursive and fluid, with the first name "Krista" and last name "Carsner" being more prominent than the middle name "Lee".

Krista Lee Carsner, Executive Director

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